

Department of Inspections and Appeals Facts - FY06

<http://www.state.ia.us/government/dia/index.html>



General Information

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Workforce Data

(unless otherwise noted, information provided is at the end of FY '06)

# FT EEs: 505	# PT EEs: 33	# Temporary EEs: 31	Avg. Length of Service: 12.38
Span of Control: 15.71	% Performance Evaluations Completed: 99.80%	Total Unemployment Insurance Claims: 9	
Age Groups:	# of Females: 310	# of Minorities: 30	# of Persons With Disabilities: 43
<25 1	% of WF: 61.39%	% of WF: 5.94%	% of WF: 8.51%
25-34 55			
35-44 128	# of Males: 195	# of Non-minorities: 475	# of Persons With Non-Disabilities: 462
45-54 180	% of WF: 38.61%	% of WF: 94.06%	% of WF: 91.49%
55-64 127			
65+ 14			
Average Age: 48.46			
Officials/Administrators	Professionals	Technicians	Protective Service
EEO Category 1: 35	EEO Category 2: 385	EEO Category 3: 4	EEO Category 4: 0
Paraprofessionals	Administrative Services	Skilled Craft	Service/Maintenance
EEO Category 5: 0	EEO Category 6: 81	EEO Category 7: 0	EEO Category 8: 0
Separation Rate: 4.63%	Hire Rate: 7.25%	Number Hires: 25	Transfer In: 11
Retirements: 6	All Terminations: 2	Voluntary Quits: 10	Transfer Out: 5
# of Classes Used: 58	Most Populous Classes: Public Defender 2 (89), Health Facilities Surveyor (74), Secretary 1 (30), Investigator 3 (30)		

Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '06)

Vacation Payouts: \$145,224.38	Sick Leave Payouts: \$14,148.12	Annual Payroll: \$30,308,496.72	Avg. Base Salary: \$59,248.00	Overtime Days Worked: 62.8
Overtime Cost: \$16,239.07	Reassignment Pay: \$0.00	Recruitment Bonus Pay: \$1,208.80	Retention Pay: \$0.00	Exceptional Job Performance Pay: \$12,087.00
Workers' Comp Payouts: \$54,398.16	Vacation Pay - Earned Value: \$2,416,162.52	Vacation Days Earned: 10,570.6	Vacation Used Expense: \$2,296,838.04	Vacation Days Taken: 9,928.9
Workers' Comp Days Used: 24	Sick Leave Days Earned: 9,287.5	Reg. Sick Leave Used Expense: \$879,548.75	Reg. Sick Leave Days Used: 4,027.6	Converted Sick Leave To Vacation Used Expense: \$444,036.30
	Sick Leave -Earned Value: \$2,051,275.40	Converted Sick Leave To Vacation Days Used: 1,854.1	Avg. Sick Leave Days Per EE: 7.98	
Injury Leave Used Expense: \$0.00	Injury Leave Days Used: 0	Classification Appeals: 0	Reclassifications	Grievances
			Up (Filled): 19	Contract Grievances: 6
			Up (Vacant): 0	Disciplinary: 6
			Down (Filled): 3	Language: 0
			Down (Vacant): 2	Non-Contract Grievances: 0
			Lateral (Filled): 0	Disciplinary: 0
			Lateral (Vacant): 0	Language: 0
			Approx. Annual New Cost of Reclassified Positions:* \$126,817.60	Arbitrations: 0
Funeral Leave Used Expense: \$40,045.17	Funeral Days Used: 192.1	Extraordinary Pay: \$33,648.00		
Jury Leave Used Expense: \$1,261.36	Jury Leave Days Used: 5.3	Special Duty Pay: \$2,140.00		

* based on difference between average of old and new pay grade FY '06. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '07) RUU: N/A	Minorities: Current Year (FY '07) RUU: N/A	PWD: Year (FY '07) RUU: 12
Current Year (FY '07) Goal: N/A	Current Year (FY '07) Goal: N/A	Current Year (FY '07) Goal: 2
Goal Achievement (FY '06): N/A	Goal Achievement (FY '06): N/A	Goal Achievement (FY '06): No, 8/7

Sources: AS400 Queries; "Just the Facts for 2006" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 18, 2006